



A MESSAGE FROM
THE CHIEF OF POLICE

Thank you for your interest in the Detroit Police Department. Founded in 1865, we have a long tradition of serving the community. Our mission is to set new standards of excellence in policing through integrity, innovation, and training.

The Detroit Police Department is one of the best-trained, most progressive law enforcement organizations in the country. We have a staff of (over 3,600) dedicated men and women who thrive on the excitement of law enforcement and find public service rewarding. The department has a unique relationship with the community and there is a heavy emphasis on crime prevention.

This is an exciting time to be in Detroit and to join the department. The opportunity for advancement and promotions is exceptional. During the course of an officer's career, he or she may be called upon to serve in various capacities, or may choose to pursue different areas of interest. We believe that continuing education and in-service training is a crucial component of an individual's career development.

Congratulations for taking that first step. Thank you again for considering this outstanding department as you embark upon an exciting and rewarding career in law enforcement.

THE URBAN LANDSCAPE

The City of Detroit is the 11th largest city in the United States. It spans 139 square miles and is divided into 6 districts that are patrolled by both uniformed and plainclothes officers. Detroit is a city of neighborhoods tied together by commercial shopping districts.

The city is one of this county's most culturally diverse populations with African, European, Arabic, Latino, Asian, Polish and German influences. Fourteen languages are spoken in Detroit including English, Spanish, Arabic, Chinese and Polish making Detroit the true international hub of southeast Michigan. Over 3 million people live in the tri-county area, and that is why Detroit is the largest metropolitan market in Michigan.

DIVERSITY STATEMENT

The City of Detroit Police Department is committed to maintaining a police force that reflects the diversity of the community. The City of Detroit is constantly striving to provide the highest level of public service by employing men and women from all backgrounds and cultures to maintain a police department that is responsive to the needs of the total community.

THE CITY OF DETROIT IS AN
EQUAL OPPORTUNITY EMPLOYER

No applicant for employment shall be discriminated against on the basis of race, religion, color, sex, age, national origin, disability, or other criteria prohibited by city, state or federal law.

MINIMUM REQUIREMENTS

- At least 18 years of age
- A U.S. citizen
- Vision must be 20/20 or corrected 20/20 in each eye. Depth perception and color vision must be normal.
- A valid Michigan driver's license and acceptable driving record
- A high school diploma or a valid GED
- No felony conviction

HIRING PROCESS

Applicants must successfully complete the Detroit Police Department's hiring process, as outlined below. No applicant is guaranteed processing at each stage.

- Meet minimum requirements, including a check of the applicant's criminal history
- Pass a pre-employment (reading and writing) test
- Pass a physical fitness test
- Attend application orientation
- Pass a background check
- Pass a final interview
- Pass a psychological examination
- Pass a medical examination

SALARY

Police Officer
\$30,137 - \$53,237

STEP SCHEDULE

Upon graduation from the academy, you will receive a \$1,000.00 increase. Thereafter, annual increases will be granted as follows:

	1-1-07	7-1-07	1-1-08	7-1-08
Start	\$30,137	\$30,740	\$31,663	\$32,613
After Academy	31,137	31,740	32,663	33,613
After 1 year	33,949	34,628	35,668	36,738
After 2 years	37,761	38,516	39,673	40,863
After 3 years	41,573	42,404	43,678	44,988
After 4 years	45,385	46,292	47,683	49,113
After 5 years	49,196	50,180	51,686	53,237

ADDITIONAL PAY

- Longevity pay
- Shift differential (afternoon/midnights shifts)
- Off duty court appearances
- \$250.00 annual uniform cleaning allowance

BENEFITS

- Medical, dental, and optical plans
- College tuition reimbursement
- Eight (8) paid holidays per year
- Twenty (20) vacation days per year
- Departmental issued uniforms and equipment
- Pension plan
- Deferred Compensation Plan (an optional pre-tax retirement savings plan)

M.C.O.L.E.S.
PRE-EMPLOYMENT TEST

In order to proceed in the hiring process with the Detroit Police Department, you are required to pass the Michigan Commission on Law Enforcement Standards (M.C.O.L.E.S.) Pre-employment Test.

The test consists of 120 multiple choice questions. Half of the questions measure writing skills and half measure reading comprehension. The test measures skills required both in training and on-the-job.

There is a \$62.00 fee for the M.C.O.L.E.S. Pre-employment Test. You may register for the test by:

1. Visiting the www.MCOLES.org website and scheduling the test. A debit or credit card is required for this method of registration.
2. If you do not have a debit or credit card, contact Performance Based Selection (PBS) directly to make payment arrangements at 1-877-422-4092.

M.C.O.L.E.S.
PHYSICAL FITNESS TEST

The M.C.O.L.E.S. Physical Fitness Test consists of four separate events: vertical jump, sit-ups, push ups, and a ½ mile run.

The physical fitness test must be taken no sooner than 180 days before the beginning of the training academy session. Tests are offered only at training academies, which are under M.C.O.L.E.S. supervision.

There is a \$45.00 fee for the test.

The results of the test will be reported as Pass or Fail. Official notification of the results will be given to you the same day.

**Detroit Police Department
Human Resources/Recruiting**

14655 Dexter, Detroit, Michigan 48238

24 Hour Recruiting Info Line:
596-BEST or 596-2378

Telephone **(313) 596-2660**
Fax **(313) 596-2687**

Walk-in applicants are welcome
Monday through Friday 8 a.m. - 4 p.m.

The City of Detroit is an Equal Opportunity Employer

BASIC TRAINING

Upon being hired by the City of Detroit Police Department, successful candidates become Student Police Officers.

Basic training consists of a minimum of 562 hours or 19 weeks of course instruction. During basic training, Student Police Officers are expected to maintain an overall scholastic average of seventy percent (70%). Students unable to maintain this average will not be eligible to take the M.C.O.L.E.S. (Michigan Commission on Law Enforcement Standards) Final Certification Examination. Courses and examinations include:

- Practical Precision Driving Training and Exam
- Criminal Law and Procedures Quizzes
- Physical Conditioning and Training
- Defensive Tactics Training Program and Exam
- Firearms Training and Exam
- First Aid/CPR- Cardio-Pulmonary Resuscitation Training and Exam

MICHIGAN COMMISSION
ON LAW ENFORCEMENT
STANDARDS FINAL
CERTIFICATION EXAMINATION

A representative from the State of Michigan will conduct the orientation preceding the examination and will proctor the M.C.O.L.E.S. Final Certification Examination. The examination is approximately 3½ hours long and consist of 200 multiple choice questions. Graduates of basic training must pass the state examination.

GRADUATION

Upon successful completion of the basic training program and the M.C.O.L.E.S. Final Certification Examination, graduate Student Police Officers are sworn in as bonafide Detroit Police Officers.



City of Detroit
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Sheila M. Cockrel
Barbara-Rose Collins
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Arthur Blackwell
Erminia Ramirez

Ella M. Bully-Cummings
Chief of Police



DETROIT POLICE
DEPARTMENT

Detroit's Finest

POLICE
OFFICER
HIRING
INFORMATION



PROFESSIONALISM • RESPECT • INTEGRITY
DEDICATED SERVICE • EXCELLENCE